

# MEMORANDUM

Agenda Item No. 11(A)(11)

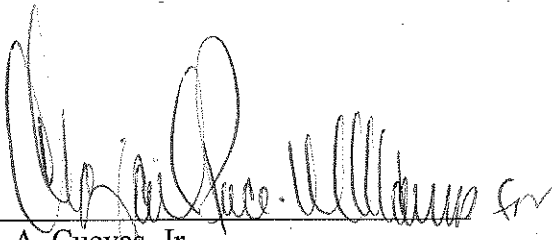
**TO:** Honorable Chairwoman Rebeca Sosa  
and Members, Board of County Commissioners

**DATE:** January 22, 2014

**FROM:** R. A. Cuevas, Jr.  
County Attorney

**SUBJECT:** Resolution urging congress to  
enact legislation known as  
Family and Medical Insurance  
Leave Act or similar legislation  
to provide paid family and  
medical leave

The accompanying resolution was prepared and placed on the agenda at the request of Prime Sponsor Commissioner Audrey M. Edmonson.



R. A. Cuevas, Jr.  
County Attorney

RAC/cp



# MEMORANDUM

(Revised)

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and Members, Board of County Commissioners

**DATE:** January 22, 2014

**FROM:**   
R. A. Cuevas, Jr.  
County Attorney

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Please note any items checked.

- ☐ "3-Day Rule" for committees applicable if raised
- ☐ 6 weeks required between first reading and public hearing
- ☐ 4 weeks notification to municipal officials required prior to public hearing
- ☐ Decreases revenues or increases expenditures without balancing budget
- ☐ Budget required
- ☐ Statement of fiscal impact required
- ☐ Ordinance creating a new board requires detailed County Mayor's report for public hearing
- ☒ No committee review
- ☐ Applicable legislation requires more than a majority vote (i.e., 2/3's \_\_\_\_, 3/5's \_\_\_\_, unanimous \_\_\_\_ ) to approve
- ☐ Current information regarding funding source, index code and available balance, and available capacity (if debt is contemplated) required

Approved \_\_\_\_\_ Mayor  
Veto \_\_\_\_\_  
Override \_\_\_\_\_

Agenda Item No. 11(A)(11)  
1-22-14

RESOLUTION NO. \_\_\_\_\_

RESOLUTION URGING CONGRESS TO ENACT  
LEGISLATION KNOWN AS FAMILY AND MEDICAL  
INSURANCE LEAVE ACT OR SIMILAR LEGISLATION TO  
PROVIDE PAID FAMILY AND MEDICAL LEAVE

**WHEREAS**, the Family and Medical Leave Act of 1993 provides unpaid, job-protected leave for health-related events, including maternity and paternity leave; and

**WHEREAS**, only about half of the U.S. workforce qualifies for such unpaid leave, and many cannot afford to take it because it is unpaid; and

**WHEREAS**, a recent study found that the United States is only one of three countries worldwide that does not offer paid maternity leave benefits to working mothers; and

**WHEREAS**, Miami-Dade County has long been at the forefront of offering leave benefits to its employees, including becoming the first county in the United States to implement a family medical leave policy even before the Family and Medical Leave Act of 1993 was enacted; and

**WHEREAS**, almost 50 percent of U.S. families had two working parents in 2010, and 26 percent of households were headed by a single parent; and

**WHEREAS**, without guaranteed paid medical leave, many of these working parents face significant financial hardships by having to choose between their paychecks and providing for their families; and

**WHEREAS**, Senator Kirsten Gillibrand (D-New York) and Representative Rosa DeLauro (D-Connecticut), on December 12, 2013, introduced the Family and Medical Insurance

Leave Act ("Family Act"), to update the Family and Medical Leave Act of 1993, and provide paid medical and family leave to U.S. workers; and

**WHEREAS**, the Family Act would create an independent and self-sufficient trust fund within the Social Security Administration to fund paid medical leave without adding to the federal budget; and

**WHEREAS**, the Family Act would make leave available to every worker regardless of the size of the current employer, as long as the worker has sufficient earnings and work history to qualify; and

**WHEREAS**, enacting the Family Act would provide the United States workforce with the same benefits already being provided to the vast majority of workers throughout the world,

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA**, that this Board:

**Section 1.** Urges Congress to pass the Family and Medical Insurance Leave Act or similar legislation.

**Section 2.** Directs the Clerk of the Board to transmit a certified copy of this resolution to the members of the Florida Congressional Delegation, Senator Kirsten Gillibrand and Representative Rosa DeLauro.

**Section 3.** Directs the County's federal lobbyists to advocate for the passage of the legislation and action set forth in Section 1 above, and authorizes and directs the Office of Intergovernmental Affairs to include this item in the 2014 federal legislative package when it is presented to the Board.

The Prime Sponsor of the foregoing resolution is Commissioner Audrey M. Edmonson.

It was offered by Commissioner \_\_\_\_\_, who moved its adoption. The motion  
was seconded by Commissioner \_\_\_\_\_ and upon being put to a vote, the vote  
was as follows:

Rebeca Sosa, Chairwoman

Lynda Bell, Vice Chair

Bruno A. Barreiro

Jose "Pepe" Diaz

Sally A. Heyman

Jean Monestime

Sen. Javier D. Souto

Juan C. Zapata

Esteban L. Bovo, Jr.

Audrey M. Edmonson

Barbara J. Jordan

Dennis C. Moss

Xavier L. Suarez

The Chairperson thereupon declared the resolution duly passed and adopted this 22<sup>nd</sup> day  
of January, 2014. This resolution shall become effective ten (10) days after the date of its  
adoption unless vetoed by the Mayor, and if vetoed, shall become effective only upon an  
override by this Board.

MIAMI-DADE COUNTY, FLORIDA  
BY ITS BOARD OF  
COUNTY COMMISSIONERS

HARVEY RUVIN, CLERK

By: \_\_\_\_\_  
Deputy Clerk

Approved by County Attorney as  
to form and legal sufficiency.

Jorge Martinez-Esteve

